

Bullying and Harrasment Policy for Tempe Gardens Townhomes

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Defining Harrassment

For the purpose of this policy, our HOA will us the following definitions based on Black’s Law Dictionary

- Harrassment: the use of words, gestures, or actions which tend to annoy, alarm, or abuse another person.
- To annoy: is to disturb, irritate or cause discomfort,
- Abuse: actions consisting of insulting, hurtful, or offensive wrongs or acts.

Our Policy on Harrassment

Our HOA’s goal is to provide owners, residents, and contracted staff the right to the enjoyment of their homes and the freedom to work without harassment or other interference. Therefore we are adopting the following language as part of our rules and will be including this language in our next revision of the Homeowner’s Hand Book.

Residents, whether homeowners or tenants, shall not engage in any abusive or harassing behavior, either verbal or physical, or any form of intimidation or aggression directed at other residents, guests of residents, management, agents of the management company, or agents of the HOA. Such on-going or repetitive actions shall be considered as harrassment and subject to fines or legal action.

In most cases, harassment involves a series of repetitive actions that occur over a period of time and such behavior will need to be reported and tracked before the Board can take any action. If the harassment involves illegal discrimination based on race, sex, color, religion, national origin, marital status, physical or mental handicap — all specifically protected categories under federal laws – the HOA will be even less tolerant as we have an affirmative obligation to intervene in these cases.